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success as a region.

KRISTIN MCMILLAN, PRESIDENT & CEO

n 2014, the Metro Chamber went "Type A." Everything was urgent; there was no time to waste. Whether we were working tirelessly to defeat Question 3 (the Margin Tax Initiative) or hosting some of the community's most influential leaders, we championed your interests to help you succeed. As the leading business organization in Nevada, our mission is to improve the well-being of our economy, support an environment that fosters job

growth and create opportunities that will lead to our

This past year, the Metro Chamber was one of four principal members of the Coalition to Defeat the Margin Tax Initiative. With your help, and through our collective efforts throughout the state, we were able to overwhelmingly defeat this threatening tax measure, reflecting just how powerful the combined efforts of community partnerships and grassroots efforts can be. We also created Chamber Health Options, a private health insurance marketplace, providing business owners and their employees help in navigating the complexities of the Affordable Care Act. Through ChamberHealthOptions.com, you can now purchase plans, shop from a variety of providers and check availability for subsidies by using a simple Internet tool.

The Metro Chamber also provided leadership on many local issues that matter to you and the long term health of our community. This year, I co-chaired the economic sub-committee of the Transportation Investment Business Plan, being facilitated by the RTC to address how our region's future multimodal transportation needs will be met. We also represented the business community on the Southern Nevada Water Authority's Integrated Resource Planning Advisory Committee to address our current and future water needs and sustainability resources. We brought together nearly 10,000 people through programs and events that helped people build the relationships that lead to new customers. We also hosted Nevada Congressional representatives and other key members of Congress for conversations to advance legislation and public policies that benefit Nevada, like funding for Interstate 11.

At the Chamber, we don't subscribe to "down time." We're lost without a to-do list. The Metro Chamber has committed to working with legislators, educators, parents and other stakeholders to adopt K-12 education policies that will lead to better classroom



results. And while reforming K-12 education is a serious priority in our state, there are others, including higher education and transportation. In an email to our membership, I stressed the need for serious tax reform discussions. Our community's employers have long asked for a steady tax structure that improves the ability to adequately plan for the future of our region. The Metro Chamber is committed to engaging with its statewide partners to focus on reforming tax structure by gathering insights and ideas from others to develop a plan of action. As Nevada's leading voice of business, the Metro Chamber will be reaching out to legislators, chambers and trade associations, organized labor, educators, community leaders and other stakeholders to help foster a cooperative, communicative and broad-based dialogue about tax reform in 2015 and to develop a plan.

I invite you to join us at the annual Installation Luncheon on December 2, where you'll hear more about how the Metro Chamber is forging partnerships, pressing for change on behalf of our region and providing the resources you need to grow your business. As the leading business association in Nevada, we are focused on your future – and Nevada's. So call us Type A. For now and into the future, we will continue to strive for over-achievement.



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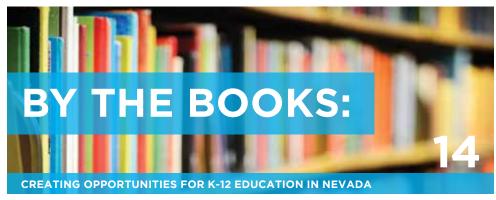
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chamber news

bright lights and big ideas on display at metro chamber's annual preview las vegas

See what's new in the Southern Nevada business community and join the Metro Chamber for its flagship conference and tradeshow event, Preview Las Vegas. This is the place you need to be to get the business information you need to know. Preview is an annual forecasting and relationship-building event that brings together dynamic national speakers, local economic experts and industry leaders to give you the tools and information you need to do business in Las Vegas. Preview provides networking access to nearly 2,000 business professionals and executives empowered to make purchasing decisions and connects you with more than 100 exhibitors who can provide you with the products and services you need to conduct business. You will gain valuable brand exposure, generate new leads, renew business relationships and gain the vital information and insight you need to power your success. You will also get the latest key business indicators directly from the experts and sample great food from some of the best eateries in Southern Nevada. Exhibitor opportunities are available exclusively to Metro Chamber members in good standing. Preview Las Vegas will be held on Friday, January 30, 2015, at the Thomas and Mack Center - Cox Pavilion, from 7:00 a.m. - 1:30 p.m. Earlybird tickets are on sale through December 31, 2014, and are \$50 for members and \$70 for non-members. For more information, including tickets, exhibitor registration and sponsorship opportunities, visit PreviewLasVegas.com or call 702.641.5822.



As one door closes, another door opens. Join the Metro Chamber as Bob Brown, president of Opportunity Village, is sworn in as the chairman of the 2015 Metro Chamber Board of Trustees. Bob will share his vision for the Metro Chamber as the "Chamber for the Future," and highlight how the Metro Chamber is shaping the future. This luncheon is an opportunity to connect with Board of Trustees members and gain insight into what you, as a Metro Chamber member, can expect for 2015. The luncheon is Tuesday, December 2, at Aria Resort & Casino, from 11:30 a.m. – 1:00 p.m. For more information or to purchase your tables or seats, visit LVChamber.com or call 702.641.5822.



metro chamber and las vegas review-journal partner for new breakfast series

The Metro Chamber is pleased to announce a partnership with the Las Vegas Review-Journal for NewsFeed, a new informational breakfast series that brings the most pressing issues and hot topics for Southern Nevada to the business community. Save the date for the first breakfast on Monday, January 12, at the Four Seasons Las Vegas, when some of Nevada's legislative officers will give a preview of the 2015 legislative session, priorities for Southern Nevada and what their focus will be for the upcoming legislature. For more information, check your inbox or LVChamber.com in the coming weeks.

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news you need



sba hits another lending record for fiscal year 2014

The U.S. Small Business Administration 7(a) Loan Program reached another lending record in fiscal year 2014. SBA Administrator Maria Contreras-Sweet announced that by the end of the fiscal year, SBA had approved 52,044 7(a) loans for \$19.19 billion, an increase of 12 percent in number loans and 7.4 percent in dollar amount over fiscal year 2013. The 7(a) program is designed to provide small businesses with the most comprehensive type of financial assistance to cover the vast majority of business expenses. For more news on the 7(a) Loan Program, visit sba.gov.

nominations now open for 2015 small business week awards

The U.S. Small Business Administration is currently seeking nominations from the public for the 2015 Small Business Week Awards. National Small Business Week has been recognizing the special impact made by exceptional entrepreneurs and small business owners since 1963. During this week, the SBA honors small business owners and entrepreneurs for their outstanding achievements through various awards. Any individual or organization dedicated to the support of the small business community may submit nominations. The submission deadline is noon on Monday, January 5, 2015. For more information, including a complete list of award categories, submission guidelines and nomination forms, visit nationalsmallbusinessweek.sba.gov.

tax benefits increase due to 2015 inflation adjustments

The Internal Revenue Service announced the various tax benefit increases to account for 2015 inflation adjustments. The IRS announced adjustments for more than 40 tax provisions and has posted the tax items for tax year 2015 of greatest interest to most taxpayers, which includes tax rate schedules, standard deduction increases, tax exemptions, annual dollar limit modifications and various other adjustments. A list of adjustments and details on all of the provisions are outlined in Revenue Procedure 2014-61. For more information on the tax benefit increases and to view Revenue Procedure 2014-61, visit irs.gov.

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working for you

GOVERNMENT AFFAIRS AND PUBLIC POLICY

2014 election recap

F

or months, we informed you of the dangers of Question 3, the Margin Tax Initiative. We are pleased to report the measure was

overwhelmingly rejected by voters. We are proud of the significant role the Las Vegas Metro Chamber of Commerce played in its landslide defeat. Through this publication, we brought you stories from Metro Chamber members, like yourself, on how the potential tax would harm their businesses, educated members on the myths of the initiative and asked you to give your time, talent and resources to support our efforts.

With your support, the Metro Chamber far surpassed its goals by building a broad based coalition; educating the business community and helping financially deliver the message. Metro Chamber members large and small came together to ensure our still fragile economy continues on the path to recovery.

Question 3 was defeated because you took the time to educate yourself, your neighbors, colleagues and friends. As the leading voice of employers in Nevada, we thank you for representing the business community through this effort. In large part, the successful defeat of the Margin Tax Initiative could not have been done without you.

ELECTION RECAP:

The Las Vegas Metro Chamber of Commerce would like to congratulate the 2014 Endorsed candidates on their successful elections. We look forward to working with you to help make Nevada a better place to live and do business.

State Constitutional Offices:

Governor Brian Sandoval

Lieutenant Governor Mark Hutchison

Secretary of State Barbara Cegavske

Nevada State Senate:

Senator Patricia Farley, Senate District 8 Senator Becky Harris, Senate District 9

Senator Joe Hardy, Senate District 12

Senator Don Gustavson, Senate District 14

Senator Ben Kieckhefer, Senate District 16

Senator Michael Roberson, Senate District 20

Nevada State Assembly:

Assemblyman Paul Anderson, Assembly District 13

Assemblyman Chris Edwards, Assembly District 19

Assemblyman Lynn Stewart, Assembly District 22

Assemblywoman Melissa Woodbury, Assembly District 23

Assemblyman Pat Hickey, Assembly District 25

Assemblyman Randy Kirner, Assembly District 26

Assemblyman Ira Hansen, Assembly District 32

Assemblyman Wesley Duncan, Assembly District 37

Assemblyman PK O'Neil, Assembly District 40

Clark County Sheriff:

Clark County Sheriff Joe Lombardo

Clark County Commission:

Clark County Commissioner Susan Brager, Clark County Commission District F

Clark County Commissioner Mary Beth Scow, Clark County Commission District G

Nevada Statewide Ballot Initiatives:

Question 1: Yes

Question 3: No

NEXT STEPS:

The time has come to have some serious tax reform discussions. After the recent defeat of the Margin Tax Initiative, we shared with you that the Las Vegas Metro Chamber of Commerce is committed to pressing for outcomes in the 2015 legislative session that will address the quality of K-12 education with policies that will lead to measurable and markedly improved classroom achievement. Like many other stakeholders, the Metro Chamber has been a strong and consistent advocate for positive change - including Common Core Standards, additional funding for English Language Learners, all-day kindergarten and adoption of STEM education (Science, Technology, Engineering and Math). Like never before, the time is now to reform education in a meaningful way, with improved and dependable funding as a



necessary part of the conversation. K-12 education is a high priority but not the only one at stake. Higher education, health and human services and transportation infrastructure, to name a few, also must be addressed in this next legislative session. But we cannot adequately address these priorities without, first, reviewing and reforming our tax structure. Our community's employers, like you, have long asked for a steady and predictable tax structure - one that can generate future revenue enhancements but also bring much needed stability and reduced volatility, improving the ability to

plan for the future of your business and providing a foundational structure to support our economy.

The Metro Chamber is not alone in its desire to find solutions and implement change. Many in our state are passionate about addressing these matters: the adoption of meaningful public policies starts from the perspective of uniting our state and not dividing it. As such, the Metro Chamber is committed to engaging with its statewide partners to focus on reforming tax structure by gathering insights and ideas from others to develop a plan of action. As Nevada's leading voice of business, the Metro Chamber will be reaching out to legislators, chambers and trade associations, organized labor, educators, community leaders and other stakeholders to help foster a cooperative, communicative and broad-based dialogue about tax reform in 2015 and to develop a plan.

We know that tax reform will require give and take; it will mean compromise. The Metro Chamber is asking our members and our partners in the community and the state to join us in moving forward to get something done in the 2015 legislative session. Our children - Nevada's future workforce - depend on action in this session to produce meaningful reforms. We will keep you updated on our progress in working with our partners to move forward on these important issues. We also ask that you participate in the Chamber's K-12 Policy Committee meeting on Tuesday, December 16, to come up to speed on these matters and give us your input.

your scene | you're seen





customer service excellence luncheon





The Metro Chamber and the Las Vegas Convention and Visitors Authority hosted the 24th annual Customer Service Excellence luncheon at the Orleans Hotel and Casino. Hosted by Shawn Tempesta, the luncheon honored the bronze, silver and gold star recipients and recognized the 2014 Person of the Year, Aldo Mencatto, manager of Marilyn's Café at the Tuscany Suites & Casino.



business after hours at sprint



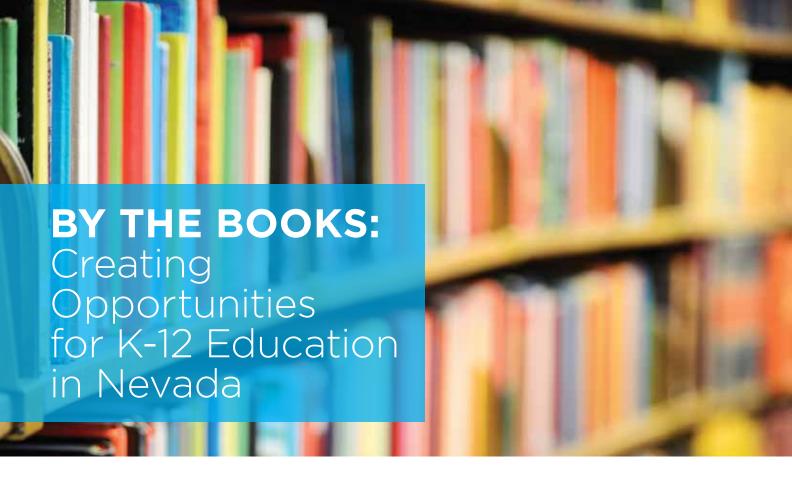




Sprint shifted networking into high gear at Business After Hours with Samsung and the Las Vegas Motor Speedway. Metro Chamber members enjoyed delicious food, amazing giveaways and special in-store promotions, all while connecting with other businesses. Also featured was a meet-and-greet with Miss Sprint Cup Kim Coon and NASCAR After the Lap promotions.



The Metro Chamber and local business professionals joined together to honor outstanding Southern Nevada businesses at the Business Excellence Awards Luncheon held at Green Valley Ranch Hotel and Casino. Nevada State Bank, the exclusive sponsor of the event, and the Metro Chamber presented honorees with awards and certificates during the luncheon. For a complete list of honorees, visit LVChamber.com.



By Las Vegas Metro Chamber of Commerce staff

"We can and must
- improve
our statewide
education
system. This is
an urgent call
to action. We
need to make
meaningful
changes
during
the 2015
Legislature."

ducation is the centerpiece of a well-rounded, healthy and future-focused economy. Having a successful K-12 education system prepares the next generation of our workforce and gives our region a competitive advantage in attracting new businesses and industries. Without meaningful K-12 education reform, we simply cannot gain footing in the global economy or create an environment in which our population, as well as its business and industry, will grow and thrive. In short, reforming education is critical for our economic future, and a topic in which every businessperson in Nevada has a stake.

In the next few months, the Metro Chamber, along with other community and business leaders, elected officials, educators, organized labor and other stakeholders, will work toward reforming Nevada's K-12 education system for better outcomes for our students, employers and our state. By aligning our public education system with future workforce needs and applying rigorous academic standards to best serve our students, we can – and must – improve our statewide education system. This is an urgent call to action. We need to make meaningful changes during the 2015 Legislature.

There is no silver bullet that will solve this crisis. Improving education will require reform in multiple areas. Here are four areas of reform that have proven results in boosting achievement.

COMMON CORE STANDARDS

Common Core Standards align Nevada's standards - what students are expected to know and when they are expected to know it - with the vast majority of other states. As a state with a large transient community, Nevada stands to benefit from uniformity across state lines, reducing class redundancies and conflicting graduation requirements for students who relocate from out of state. But these standards do much more than standardize expectations throughout the country. Common Core Standards, developed by education and business leaders, create a more rigorous academic experience and are focused on ensuring that high school students graduate with the knowledge and skill set necessary to succeed in both college and career.

Further, Common Core Standards have been specifically designed to reduce the level of remedial courses required by college-bound students. Currently, about one in four students who attend a college or university in Nevada must take at least one remedial course to be considered college ready. This also has an effect on students who are not college bound by refocusing on math skills and practical application in English Language Arts. Students who do not intend on enrolling in higher education after they graduate high school are taught the skills they need to succeed in their careers.

This is not by accident. As the largest customer of public education, businesspeople are well positioned to know what skills future employees should know to be successful in the workplace. Recognizing this, the designers of Common Core included a broad range of educators and businesspeople who contributed their experience on what graduates of public schools should know.



The Metro Chamber supports the Nevada Academic Content Standards based on Common Core, and understands that giving this measure time to succeed is critical to our efforts of improving education in the state. For an indepth look at how Common Core Standards are a key component to our state's K-12 education success, visit LVChamber.com to read "The Business Case for Common Core."



ELL & 'ZOOM' SCHOOLS

Nevada has the fifth-highest population of English Language Learners (ELL) in the nation. Within the Clark County School District, that number increases to one in four children in kindergarten through third grade. Nationally, ELL students graduate at a rate of about 57 percent; in Nevada, that number shrinks to 29 percent. The investment in this key group of students is paramount to the success of our education system as a whole. By ignoring it, we are disengaging with a major component of our future workforce, and essentially leaving them without the tools they need to catch up and be successful both inside and beyond the classroom. The 2013 Legislature passed a bill that allocated funding for "zoom"

schools and set a strategic course for enhanced ELL education for the state. The Metro Chamber testified in support of this bill.

So far, the results have been positive. Clark County School District (CCSD) now has 14 zoom schools with an ELL-focused curriculum, literacy programs that highlight comprehension, which is important in establishing the critical third grade reading benchmark and parental/ cultural engagement. In addition, these schools have substantially smaller class sizes and full-day kindergarten, as well as a prekindergarten program. By spring 2014, about 90 percent of the children were ready to read, and in special zoom reading centers, 40 percent of the children caught up to their grade level during just one year of one-on-one tutoring. While the Nevada School Performance Framework ratings for these schools measure both proficiency and growth/improvement and are still regarded as transitional, the initial outlook is promising.

The Education Trust, a nationallyrecognized bipartisan think tank, aims to close gaps in opportunity by working alongside educators, parents, students, policymakers and business leaders. In its report, "The Language of Reform: English Learners in California's Shifting Education Landscape," the Education Trust studied 11 districts throughout California with significant ELL rates (in California, one in four students are learning English, and nearly 45 percent of Californians speak a language other than English at home). A few common threads occurred throughout the study, of which a number were attributed to positive results for ELL students. These included professional learning and collaborative time, to ensure teachers have the skills and

training to support ELL students in their classrooms; offering ELL students access to a Common Core-aligned curriculum; and reporting on achievement data that underscores both student growth and overall proficiency.

With the progress made during the last legislative session, the outlook for ELL students in our state is promising, but still requires attention, diligence and work to ensure this pivotal segment of our student population is set for success.

STEM EDUCATION

The Brookings Institution released a report in November on the importance of STEM (Science, Technology, Engineering and Mathematics) education for Nevada's economy. The report, "Cracking the Code on STEM: A People Strategy for Nevada's Economy," concludes that although there has been growth in sectors requiring STEM training, Nevada does not have an adequately trained and qualified workforce to support the demand of these sectors, putting our state in danger of losing jobs, constricting our economic diversification opportunities and slowing future growth. Nevada's STEM economy is growing, with more than 170,000 jobs in 2013 (representing 15 percent of all jobs in the state) requiring what the

"Teachers, too, should be rewarded for bettering their students' achievement"

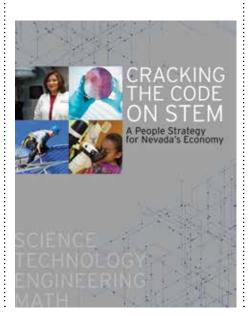
Brookings report refers to as, "a high level of knowledge in at least one STEM field." In the Business IT and Medical Services sectors of economic development, 70 percent of the job openings require STEM knowledge, with less than half requiring a four-year degree. These job postings, however, take longer to fill in these two industries than in others, suggesting that although the need and desire for hiring is there, there is a gap in finding a qualified Nevadan to fill that position.

It serves Nevada to invest in STEM education for several reasons. Preparing a workforce for the industries that will create jobs is one. Wages are another. An individual with a four-year degree working in a STEM job earns a premium of nearly 50 percent, and those with some college or an associate's degree working in a STEM job can reach an even higher premium of nearly 60 percent. Furthermore, six of the state's nine target sectors for economic development are significantly STEM-oriented, including those with some of the greatest job growth in the past few years.

EDUCATION REQUIRED	STEM WAGE	NON-STEM WAGE
Four-year degree	\$77,000	\$51,800
Some college/ Associate degree/ Less than bachelor degree	\$53,000	\$33,000

Nevada is behind the curve in adopting STEM education to adequately prepare the next generation of the workforce. The report recommends that the existing STEM council should work with external STEM education experts, advocates, educators and industry to identify distinctive guidelines for STEM education programs to help guide school districts and teachers. This also helps to inspire collaboration across districts and consistency throughout the state. The report also recommends implementing STEM education at all grade levels, establishing a baseline for STEM proficiency for all Nevada students, and stimulating student interest and enthusiasm for STEM education. All of these require a collaborative effort between the public and private sectors to bridge these gaps and make STEM education a reality for Nevada's students.

To read the Brookings Institution's "Cracking the Code on STEM: A People Strategy for Nevada's Economy" visit LVChamber.com.



PAY FOR PERFOR-MANCE

Improving teacher quality is also a key component to narrowing student achievement gaps in Nevada. The Metro Chamber believes that one of the most direct routes to improving the quality of teachers in Nevada is to institute a pay for performance program. This is a well-established priority for the Metro Chamber.

The current pay structure discourages the most talented individuals from becoming teachers because success is not rewarded like it is in other industries. The pay schedules in public schools are mostly based on factors that can have little impact on student achievement. For example, teachers can increase their pay by earning an advanced degree, but these advanced degrees may be outside of the subject area in which the teacher works and may come from underqualified institutions.

A pay for performance program would reward teachers that have the greatest positive impact on student achievement and provide teachers with the appropriate and relevant training, support and resources they need to effect this change. These practices are well-known in the business community and are supported by the Metro Chamber. Workers are rewarded based on performance and results directly related to their field. Teachers, too, should be rewarded for bettering their students' achievement and given the resources to accomplish that goal.

The Metro Chamber believes any new program should track how education

dollars are spent to confirm that funds are going directly to programs that support student achievement and are rewarding the teachers that do the most to help their students succeed. Ensuring our students have access to the best teachers, and providing those teachers with a pay structure that rewards success in the classroom, is paramount to increasing student performance and attracting talented individuals into the teaching profession.

NEXT STEPS

We know the opportunities are there. By taking these critical components of a healthy and productive K-12 education system and applying broad-based support from our state's businesses and stakeholders, the Metro Chamber is dedicated to leading the way in developing a clear plan of action, including a stable and reliable funding mechanism, to improve the education experience for Nevada's youth and give the next generation of our state's employers and employees the opportunities and training they need to succeed.

HOW YOU CAN GET INVOLVED:

Join the Metro Chamber's K-12 Policy Education Committee meeting on December 16. For more information, see page 20.

Keep up to date with the conversation through The Rundown, the Metro Chamber's biweekly government affairs e-newsletter.

Respond to calls-to-action from the Metro Chamber during the upcoming legislative session – lending your voice will make a difference in getting meaningful reforms passed.

in the know

STILL TIME TO SAVE ON BUSINESS TAXES? IT DEPENDS. YEAR-END TAX PLANNING TIPS FOR 2014



By Mike Dickinson, CPA, Principal at Piercy Bowler Taylor & Kern, pbtk.com



ear-end tax planning offers its own challenges in trying to project and plan for the remainder of the year. However, it is a great opportunity for tax professionals to strategize with clients and find ways to minimize tax exposure for the year.

Most business year-end tax planning strategies will be affected by the fate of the various tax provisions, commonly referred to as "tax extenders," which are currently stalled in Washington (as of November, 2014). When planning for various potential year-end scenarios, businesses should not be surprised to find that the correct answer provided by their CPA to the question, "What should we do?" is an unequivocal, "It depends." With no guidance on the final fate of the various tax "extenders" business owners again find themselves stuck in a holding pattern: waiting for Washington.

The three most significant items related to potential business deductions held as part of the "tax extenders" are the Section 179 deduction, bonus depreciation and the shorter 15 year recovery life for certain leasehold improvements.

DEPRECIABLE ASSETS

Regarding depreciable assets, business owners will likely fall into two categories. The first category is businesses that have already purchased assets during 2014 and need to know what deductions will be available to offset current year income. The second category is businesses that may be weighing the decision whether or not to purchase depreciable assets prior to December 31.

The Section 179 deduction for tax years beginning 2012 and 2013 was increased to \$500,000 and the phase out amount for total assets placed in service was increased to \$2 million. This provision expired on December 31, 2013, and reverted back to the previous amounts, which are significantly lower at \$25,000 for the deduction, and phasing out beginning at \$200,000 of assets placed in service.

The 2012 Taxpayer Relief Act extended bonus depreciation for one year for qualifying assets purchased and placed in service before January 1, 2014. The bonus depreciation allowance rate remained at 50 percent, which would allow businesses to deduct 50 percent of the cost of qualifying assets for the year placed into service. Under the previous extension of this provision, there was no limitation for how much bonus depreciation could be taken. This is a significant planning opportunity allowing an immediate tax deduction in the year of purchase. This too expired on December 31, 2013.

LEASE IMPROVEMENTS

Finally, under the 2012 Taxpayer Relief Act, a shorter life of 15 years for qualified leasehold improvements was extended. Qualified leasehold improvements included retail and restaurant properties. This is significant as the shorter depreciable life qualifies these improvements for 50 percent bonus depreciation (recovery period not exceeding 20 years).

As 2014 winds down, businesses are faced with the same uncertainties as in prior years. The timing and impact of an extension of the above "tax extenders" will have a significant impact on businesses of all sizes. Don't wait to get in touch with your CPA for year-end tax planning; it could cost you.

And remember - don't worry if the answer to your question is, at least for now, "It depends."



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what's happening

PLACES TO BE, PEOPLE TO MEET, THINGS TO KNOW, IN DECEMBER

open enrollment week



Have questions about health insurance? Open Enrollment Week at the Metro Chamber is **December 1-5**.

Visit ChamberIB.com for more details.

december chamber connections

Join this established dedicated leads group made up of professionals from a variety of industries. Limited openings available; call for space availability.

5:30 - 7:00 p.m.

<u>See website for details</u> on locations.

Tuesday, December 2 Tuesday, December 16

2 TUESDAY, DECEMBER 2 BOARD OF TRUSTEES 2015 INSTALLATION LUNCHEON

Join the Las Vegas Metro Chamber of Commerce as Bob Brown, president of Opportunity Village, is sworn in as Chairman of the 2015 Metro Chamber Board of Trustees. Bob will share his vision for the Metro Chamber in 2015 as the "Chamber for the Future," as well as his insights on what's in store for the Las Vegas business community for the coming year.

11:30 a.m. - Noon: Registration & Networking Noon - 1:00 p.m.: Luncheon and Program Aria Resort & Casino - Ironwood Ballroom 3730 Las Vegas Blvd.

\$60 Chamber members \$70 Non-Chamber members \$80 Walk-ins \$600 Table of ten Sponsored by:

Arcata Associates Inc., CenturyLink, Chamber Health Options, KNPR Nevada Public Radio, NV Energy, SuperPawn, Switch, UnitedHealthcare, Vegas PBS

8 MONDAY, DECEMBER 8 VEGAS YOUNG PROFESSIONALS TOASTMASTERS MEETING

The VYP Toastmasters group is for all members to aid in the development of speaking, presentation and leadership skills.

6:30 - 8:00 p.m. The Ogden Clubhouse 16th Floor 150 Las Vegas Blvd.

FREE for guests \$60 to join, \$36 every six months.

8 TUESDAY, DECEMBER 9

CHAMBER VOICES TOASTMASTERS

Become a better speaker and a more effective presenter. Open to all members.

10:45 a.m. - Noon First American Title Company 2500 Paseo Verde Pkwy, Ste 120

\$54 every six months. Guests always complimentary.

WEDNESDAY, DECEMBER 10 LOCAL GOVERNMENT POLICY COMMITTEE MEETING

This meeting will give members an opportunity to learn about the User Fee Study for the Las Vegas Fire Prevention Division that is being released by the city. The study's chief author, Chad Wohlford, and Assistant Fire Chief Brent Bell will be on hand to present information about the study and answer questions from the membership.

1:30 - 3:00 p.m.

10

Las Vegas Metro Chamber of Commerce 575 Symphony Park Ave., Ste. 100

Complimentary and exclusive to Metro Chamber members and their employees.

00 - VYP EVENT

how to register:

Visit LVChamber.com and click on the Events Calendar.

Call 702.641.5822.

december sponsors:





















16 TUESDAY, DECEMBER 16

MORNING MINGLE

Learn how to maximize your Metro Chamber membership by attending this breakfast series hosted by the Chamber Prospectors, who will give firsthand accounts of how they used the Metro Chamber to build their business.

7:30 - 8:00 a.m. Check-in & Networking 8:00 - 9:30 a.m. Program Las Vegas Metro Chamber of Commerce 575 Symphony Park Ave., Ste. 100

Complimentary.

Sponsored by:

Bank of Nevada, Chamber Health Options.

16 TUESDAY, DECEMBER 16

K-12 POLICY EDUCATION COMMITTEE MEETING

Be a part of the dialogue to enact change for Nevada's K-12 education system.

3:30 - 5:00 p.m.

Location to be determined. Please check LVChamber. com for more details.

Complimentary and exclusive to Metro Chamber members and their employees.

22 MONDAY, DECEMBER 22

VEGAS YOUNG PROFESSIONALS TOASTMASTERS MEETING See December 8 for details.

23 TUESDAY, DECEMBER 23

CHAMBER VOICES TOASTMASTERSSee December 9 for details.

PRICE LAS VEGAS

PRICE LAS VEGAS

PRICE LAS VEGAS

PRICE LAS VEGAS

FRIDAY, JANUARY 30, 2015

7:00 a.m. - 1:30 p.m.

Thomas & Mack Center-

EARLYBIRD TICKETS NOW AVAILABLE!

Preview Las Vegas, the Metro Chamber's flagship annual event, gives Metro Chamber members the opportunity to hear important economic indicators and inspiring success stories, take advantage of unparalleled connectivity with business and community leaders and create business relationships and energy for the coming year. It's a great place to renew business relationships, get valuable brand exposure, generate new leads and see what to expect for the coming year.

Cox Pavilion

Now through December 31, 2014, save \$10 on Preview tickets!

\$50 - Chamber members (regularly priced at \$60)

\$70 - Non-Chamber members (regularly priced at \$80)

For more information, including exhibitor opportunities, visit PreviewLasVegas.com or call 702.641.5822.

what you should know about your health insurance plan choice in 2015



Don't miss
Open Enrollment Week
at the Metro Chamber!

DECEMBER 1 - 5

S

urveys indicate that nearly two-thirds of all Americans will need to change their health insurance coverage in 2015. Since changes continue to happen with the implementation of the Affordable Care Act (ACA), it is prudent to re-assess your health insurance coverage options for 2015, even if you are comfortable with your

current health insurance plan.

When shopping for the best health insurance option for you and your employees, start by asking yourself these questions:

- 1. Does the plan's network still include your preferred doctors and hospitals?
- Are your prescription medications still covered in the plan's drug formulary? If so, have any of them moved to a higher tier?
- 3. Will your family demographic change in 2015? Do you plan to adopt or have a child? Do you have an adult child who will turn 26 and no longer be eligible for your health insurance plan?
- 4. Have you taken the time to check out different health insurance carriers where you live?
- 5. Are there new plans available that might better meet your family's needs?
- 6. Do you expect to experience any change in your financial circumstances in 2015?
- 7. Have your health care needs or those of your family members changed? If so, does your current co-pay level, deductible and out of pocket percentage still makes sense?
- 8. If you are a small group employer, have the health insurance needs of your employees and their dependents changed?

Asking yourself these types of questions can help you determine whether or not you should keep your current health insurance coverage. It is important to calculate the total cost of premiums, annual deductibles, co-insurance, co-pays and prescription drug formularies.

If you decide that your health insurance plan should be replaced with a different option in 2015, you will need to make sure to make any change before February 15, 2015, when open enrollment ends. You can explore **ChamberHealthOptions.com** to explore plans, providers and to seek out any available subsidies.

When do I need to buy coverage for a January 1, 2015 effective date?

If you need to buy a policy effective January 1, you will need to complete the enrollment process by no later than December 15,

2014. Each subsequent month effective date works the same in that enrollment must be completed by the 15th of the previous month. In other words, anyone enrolling between January 16, 2015 and February 15, 2015, will begin their 2015 health insurance coverage on March 1, 2015. To enroll in an ACA-compliant health insurance plan outside of open enrollment, you must qualify for a special enrollment period by having what is called a "life event," such as a change in marital status, job status, or having a baby, just to name a few.

What do I need to know about temporary health insurance policies?

If you do not qualify for a special enrollment period by having a qualified life event, you may purchase a short-term health insurance policy that provides certain benefits for unexpected illnesses and accidents. You can choose temporary health insurance coverage that lasts as little as 30 days. It is important to note that temporary policies are not ACA-compliant and will not prevent you from owing a tax penalty. Under the Affordable Care Act, you are permitted a single period of less than three months without a qualified health insurance plan.

Health insurance is complicated and can be confusing. To help you navigate through these changes and answer any questions you may have, contact Chamber Health Options today by visiting ChamberHealthOptions.com or by calling 855.676.6857.

Welcome to Healthy Living

DrVita is proud to announce the launch of an amazing opportunity to join the ground-floor in our Healthy Revolution.

- Spread Health and Earn Income
- Share High Quality Products From a State of The Art Manufacturing Facility Locataed Here In Las Vegas







Visitwww.DrVita.com to learn more



WHAT'S YOUR STORY IN NEVADA'S **NEXT CHAPTER?**

From downtown Las Vegas to I-80 Elko, Nevada Public Radio goes beyond your daily commute: all-day news, smart conversation about issues that matter and voices that stay with you.

YOU'VE GOT PLACES TO BE, WE'VE GOT STORIES TO TAKE YOU THERE.







spotlights

(B) David Dahan

Chief Executive Officer - Orgill/Singer & Associates Inc.

David Dahan brings decades of insurance industry experience to Orgill/Singer. A resident of more than 40 years and an active supporter of his local community, Dahan has served on various community boards such as Las Ventanas Retirement Community, the Henderson Chamber of Commerce and the governing board of North Vista Hospital. He has also hosted KLAV 1230 AM radio's Community Speaks, a conversation with local leaders in the community.

(A) Dr. Kyle Konold Executive Director -The Delta Academy

Dr. Kyle Konold has more than 15 years of experience in the areas of school operations, new school development, school finance, school acquisitions, curricula and accreditation. He has started and operated public and private K-12 schools and post-secondary proprietary schools. He has served in the capacity of instructor all the way to president/CEO. Dr. Konold earned his Bachelor's Degree from the University of Wisconsin Eau Claire, his Master's Degree from Southern Illinois University and his Ph.D. from University of Nevada Las Vegas.





(D) Patricia Meacham President/CEO -MARC IT SHARE, LLC

Patricia Meacham has 25 years of senior executive experience developing global strategies for IBM. She focuses on business performance, customer loyalty, leadership development and process improvement, leading global teams of 150 people, managing P&L and budgets of \$89 million, and growing revenue by \$3 billion. Meacham leveraged her knowledge to start MARC IT SHARE in 2007, helping customers develop strategies to improve their bottom line. She graduated from Central State University and holds certifications from Oxford, Harvard and Indiana Universities.



(C) Wayne Gorsek

Chairman & CEO - DrVita, Inc.

Wayne Gorsek, DrVita, Inc. founder and CEO, is a vitamin and supplement manufacturer who became interested in wellness supplements as he watched his grandparents fall ill. His passion is to create powerful formulas based on the latest science while bringing manufacturing jobs back to the USA. Previous to DrVita, he founded an *Inc.* 500 hall of fame vitamin company that went on to become the #1 online vitamin retailer. Gorsek has created 400 American jobs with more than one million customers.

D

president's club

Laura X. Trejo

Founder - Fit4QOL Inc.

As founder of Fit4QOL Inc, Laura X. Trejo is committed to motivate the public to obtain a healthy lifestyle. Fit4QOL strives to provide the education, motivation and tools needed to improve an individual's quality of life and fitness. She is a graduate from UNLV with B.S. in Fitness and Sports Management and Kinesiology. In addition, Fit4QOL is working closely with the American Cancer Society in raising funds for Relay for Life.

Tina Quigley

General Manager - Regional Transportation Commission of Southern Nevada

As the general manager of the Regional Transportation Commission (RTC) of Southern Nevada, Tina Quigley shares her passion and vision for Southern Nevada through her oversight of roadway planning and funding, freeway and traffic management, and public transportation. Under her strong leadership and collaborative spirit, the RTC is working to enhance transportation infrastructure and improve workforce mobility and transit accessibility, which will help diversify our economy and attract new businesses to Southern Nevada

Janet Lee

President - TheLivingPages

A civil engineering tech graduate of the Seneca College of Applied Arts and Technology, Janet Lee has gained her experience through managing several restaurants in Toronto, Canada and today, as a founder and CEO of The Living Pages. Her personal passion for success has been driven solely by helping small business fight the large competitors and by turning obstacles into opportunities. With her focus on optimum and effective marketing, Lee has brought forth an empowering tool for Vegas' small business - a voice



executive level

Bart Jones

CFO - Merlin Contracting & Developing, LLC

Merlin Contracting & Developing, LLC, is the premier custom home builder in the Las Vegas Valley. Bart Jones, a Las Vegas native, graduated from UNLV in 1975 before owning, managing, and marketing agricultural businesses. and developing facilities for processing agricultural products on the big island of Hawaii. In 1994. Jones and his wife Corv returned to Las Vegas to work with his brother Stephen Jones. president of Merlin Contracting. He is a member of the Metro Chamber Board of Trustees.

Scott Howard

Principal -Commercial Roofers, Inc.

Scott Howard is a third generation roofer/contractor whose family business has been in the Las Vegas Valley since 1959. Howard has held several positions including project manager, unit manager and regional manager. He serves as a trustee of the Las Vegas Metro Police Neighborhood Watch Board, is a graduate of Leadership Las Vegas and has served the Desert Southwest chapter of the National Multiple Sclerosis Society in several positions.

David McCurdy

Owner - The Advisory & Consulting Group

As CEO of The Advisory & Consulting Group, David McCurdy has a solid track record of effective business structuring, undertaking strategic and tactical planning and managing business operations, risk and financial challenges across diverse industries and stages of organizational growth. His successes include growing a company from \$8 million to \$95 million in four years. He is very successful helping management teams communicate, manage risk and focus on customer service and reputation.





FRIDAY, JANUARY 30, 2015

Thomas & Mack Center - Cox Pavilion 7:00 a.m. - 1:30 p.m.

PreviewLasVegas.com 702.641.5822

Get your earlybird tickets NOW through 12/31/14!

\$50 \$60 - Chamber members | \$80 - Non-members

Exhibitor opportunities exclusively available for Metro Chamber members.

Earlybird Ticket Deadline 12.31.14

- HEAR from the experts and get inspired
 - SEE what's new on the exhibitor floor
 - CONNECT with nearly 2,000 other business professionals
 - CREATE new business opportunities

PLATINUM SPONSORS: (as of 11/21/14)

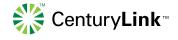












GOLD SPONSORS: (as of 11/21/14)

Bank of Nevada, The Howard Hughes Corporation, Nevada Broadcasters Association, Nevada Drug Card, Nevada Public Radio, Nevada State Bank, Republic Services, Sky High Marketing, Southwest Gas Corporation, Sunrise Health System, .Vegas, Vegas PBS

member news

PRESIDENT'S CLUB MEMBER | EXECUTIVE LEVEL

The Las Vegas Metro Chamber of Commerce is proud to provide members with a place to publish their current announcements. Email news items to pr@lvchamber.com or fax to Public Relations at 702.735.0320.



community service

Cox Charities awarded \$80,000 in September to three local nonprofit organizations, including the Las Vegas Natural History Museum, Project 150 and The Shade Tree.

At the conclusion of the Life is Beautiful Festival, **Three Square** rescued a total of 1,542 pounds of food that will be provided to its program partners for immediate distribution to those in need.

On the cusp of National Alzheimer's Disease Awareness Month, Caesars Foundation has begun a three-year commitment with an initial gift of \$200,000 to benefit the Cleveland Clinic Lou Ruvo Center for Brain Health as the sole funder of the HealthyBrains initiative.

upcoming events

DrVita will host its Ethical Direct Sales event on December 4, at The Border Grill inside **Mandalay Bay**. The event will feature nutritional education tools, networking opportunities and live entertainment from the co-creator of Raiding the Rock Vault. For tickets and more information, call 702.600.7116.

Houldsworth, Russo & Company will host a breakfast briefing on December 4. Dianna Russo, CPA and managing principal, will give an update on both new and existing rules for 1099s and W-2s that will need to be filed in January 2015. Breakfast will begin at 7:30 at 8675 S. Eastern Ave. Visit trusthrc.com.

The Women's Chamber of Commerce of Nevada is hosting its 11th Annual ATHENA™ International Leadership Awards on December 11, from 11:15 a.m. - 2:00 p.m. at the Monte Carlo Resort & Hotel. The event features a VIP champagne reception, a silent auction and a raffle. For more information and registration, visit womenschamberofnevada.org.

announcements



Lewis Roca Rothgerber named Brian Blakley as an associate in its litigation practice group, where he will focus on corporate and commercial litigation.

Madrivo appointed Linda Woods as managing director of Integrated Marketing Services.

Johnson Jacobson Wilcox appointed Jana Rands as tax manager. Rands has more than five years of public accounting experience.



Burke Construction Group promoted Carol Cleveland-Thompson to vice president of corporate services. She will be responsible for the company's administrative and human resources duties.

The Las Vegas Global Economic Alliance appointed Derrick R. Hill, vice president of Cox Business and Hospitality Network; John Cannito, COO, The PENTA Building Group; and Paul Caudill, CEO of NV Energy, to its board of directors.

Duane Morris LLP appointed Jennifer Roberts as partner with a focus on gaming licensing and compliance, federal, state and local alcohol licensing and compliance.



Snell & Wilmer announced that partner Greg Brower has been appointed to the board of trustees of the International Association of Gaming Advisors.



Henderson Engineers, Inc. appointed Chris McElhone as its new professional engineer. McElhone is an electrical engineer with more than five years of experience who specializes in low voltage and power design.





The Firm Public Relations & Marketing promoted Lauren Sasso to PR specialist and hired Annie Waggoner as PR coordinator. Sasso has been integral in implementing clients' communications campaigns

and Waggoner started as an intern at The Firm with a background in events.



Vegas PBS announced Anthony Caruth as its graphic artist. He will provide graphic design support for print media, web, social media platforms and on-air productions.

wheeling and dealing

Commercial Executives Real Estate Services recently represented a company in the sales of a multi-family investment located at 2545/2539 Valley St. The sale is valued at approximately \$340,000.

City National Bank's parent corporation reported third-quarter 2014 net income of \$68.7 million, up 8% from \$63.6 million from a year ago.

Nevada State Bank re-launched its web site, nevadasmallbusiness.com. The new site provides users with quick access to tools and resources for small businesses, along with one-click navigation to the Nevada Small Business Survey Report and the monthly Economic Briefing.

Purple Cow Digital Print, Inc. opened a new store on Decatur Blvd. Purple Cow is a family-owned full service digital print and design center serving the Las Vegas business community and convention industry.

The Howard Hughes Corporation and joint venture partner **The Calida Group** announced plans to begin construction on Downtown Summerlin's first residential development, The Constellation, a 124-unit, gated luxury rental residence complex.

congratulations

The 2014-2015 Consumer Choice Award for Southern Nevada was presented to **Dignity Health-St. Rose Dominican Hopsital**, **Siena Campus**. *Modern Healthcare* announced the winner in its October issue.

Chef Bobby Flay and staff from MESA Grill at Caesars Palace visited Three Square Food Bank for a private tour and award presentation. Chef Flay was in Las Vegas to celebrate the 10th anniversary of MESA Grill.

The Southern Nevada Human Resources Association named **McCarthy Building Companies** one of the Best Places to Work in 2014, earning first place in the micro-sized business category.

City of Henderson Mayor Andy Hafen awarded **Burke Construction Group** a special commendation for thirty years of continued service.

Andy Brignone, a shareholder at **Brownstein Hyatt Farber Schreck**, was an honoree at this year's AFL-CIO Award dinner.

The Nevada Broadcasters Association hosted the 25th annual Electronic Media Awards and presented awards to The Firm PR and many of its clients, including Three Square, Comprehensive Cancer Centers of Nevada and Nevada Public Radio.

ribbon cuttings

CELEBRATING BUSINESS GROWTH

To arrange your ribbon cutting, contact Georgia Allen at 702.586.3838 or email gallen@lvchamber.com



PC FIRESTONE COMPLETE AUTO CARE

Firestone Complete Auto Care, providing great quality and service since 1926, celebrated the grand opening of its fourth location in Henderson, at 1499 W. Horizon Ridge Pkwy. Firestone presented \$500 donations to both the City of Henderson Meals on Wheels program and the Las Vegas Rescue Mission. Visit firestonecompleteautocare.com.



ACTION COACH PROFIT TEAM USA BUSINESS CENTER

Action Coach Profit Team USA Business Center is excited to announce its new Las Vegas Business Center. It works with business owners of small and medium-sized businesses on the technical side of the business: time, team, money and much more. Call 702.795.3188 or visit actioncoach.com.



HOPE CHRISTIAN HEALTH CENTER

Hope Christian Health Center's grand opening at 4357 Corporate Center. Dr. Ste. 450 in North Las Vegas welcomed patients and supporters to a nonprofit source of affordable and compassionate primary healthcare. For more information, visit HopeHealthVegas.org or call 702.644.HOPE.



ALLUM LAW

Allum Law, located at 6655 W. Sahara Ave. Ste B200, announced its grand opening as a civil litigation law firm practicing in construction law, serving clients from interstate design and construction companies to small local businesses. Call 702.368.0311 or visit allumlaw.com.



BROOKS BEHAVIORAL HEALTH CENTER

Brooks Behavioral Health Center (BBHC), joined by dignitaries, family and friends, celebrated its three-year anniversary at 3050 W. Cheyenne Ave. in North Las Vegas. BBHC provides rehabilitative services for emotional disorders such as ADD, conduct disorder and bipolar disorder, as well as outpatient therapy services. Call 702.570.5200 or visit brooksbhcnv.com.



HERITAGE SURVEYING

Heritage Surveying celebrated its eighth anniversary by announcing its relocation to a new, expanded space at 1895 Village Center Cir. in Summerlin. Heritage provides professional land surveying and mapping services throughout the Southwestern United States. Call 702.HS4.MAPS (474.6277) or visit heritage-surveying.com.





SINGLES IN THE CITY

Singles in the City, a dating service created for single professionals, celebrated its launch. The company hosts dynamic events where singles come together to make face-to-face connections. Members are between the ages of 25 to 50, have a business card and pass a background check. Visit singlesinthecityvegas.com.



JOURNEY COMMUNITY HEALTH AND WELLNESS

Journey Community Health and Wellness is proud to announce its grand opening, located at 730 N. Eastern Ave., Ste. 120. The agency is a non-profit organization specializing in community-based services for mental, behavioral health and drug and alcohol issues. Call 702.994.3635.



EL FIT4QOL

Fit4QOL commemorated its grand opening at 6210 Annie Oakley Dr. with the Las Vegas Metro and Henderson Chambers of Commerce, friends, family and clients. It offers personal training, mat pilates, weight loss, resistance training, stress management and flexibility training. Cal 702.530.3484 or visit fit4qol.com



AMERICAN RED CROSS

American Red Cross celebrated its inception 100 years ago. It prevents and alleviates human suffering in the face of emergencies by mobilizing the power of volunteers and the generosity of donors, and has provided assistance to Southern Nevada families since 1917. To find ways to help others in the community, visit redcross.org/southernnevada.



EL AMERICA FIRST CREDIT UNION

\$

America First Credit Union announced its grand opening at 6090 S. Durango Dr. It is a member-owned, not-for-profit cooperative financial institution with 107 full-service branches throughout Utah and Las Vegas. Call 702.968.1120 or visit americafirst.com.



CHILI'S GRILL & BAR

Chili's Grill & Bar, located at 3743 Las Vegas Blvd., announced its grand opening with dignitaries and Metro Chamber members. Chili's is spicing things up with a bold new look, creating fresh, spacious atmospheres and highlighting its southwestern heritage. Call 702.795.1087 or visit chilis.com.

ribbon cuttings

CELEBRATING BUSINESS GROWTH

To arrange your ribbon cutting, contact Georgia Allen at 702.586.3838 or email gallen@lvchamber.com



EL DELTA ACADEMY

Delta Academy commemorated its grand opening and open house, located at 818 W. Brooks Ave. Founded in 2006, it is a fully accredited tuition free public charter school educating students in grades 6-12. Call 702.396.2252 or visit deltaacademyly.com.



PC MONTE VISTA HOSPITAL

Monte Vista Hospital, located at 5900 W. Rochelle Ave., celebrated providing behavioral health services for the past 25 years. Montevista Hospital was named one of the nation's Top Performers on Key Quality Measures by The Joint Commission. It is a 138-bed, privately owned psychiatric and chemical dependency hospital providing a full continuum of care for all ages. Call 702.364.1111 or visit strategicbh.com.



VA WOMEN'S HEALTH CENTER

U.S. Senator Harry Reid attended a ribbon cutting ceremony at the VA Southern Nevada Healthcare System in honor of the new Women's Health Center for women veterans in Southern Nevada. Find Las Vegas VA at lasvegas.va.gov.



SUMNU MARKETING

Sumnu Marketing commemorated its open house, located at 1951 Stella Lake St., Ste. 7, with friends, family, clients and the Las Vegas Metro Chamber of Commerce. They celebrated the color orange, which relates to social communication and stimulating two way conversations. Call 702.866.9197 or visit sumnumarketing.com.



PINEAPPLE PARK LAS VEGAS

Pineapple Park Las Vegas, located at 3528 S. Maryland Pkwy. in the Boulevard Mall, is a Dole brand soft serve. Kosher, dairy free, gluten free, fat free and lactose free, these treats are freshly served with organic fruit toppings. Pineapple Park features a unique blend of Dole Whip flavors, including pineapple, strawberry, mango, raspberry, and many more. Call 702.885.4204 or visit pineappleparkly.com.



PC INSTEP RECOVERY SERVICES LLC

Instep Recovery Services LLC, located at 3871 S Valley View Blvd., Ste. 6, announced its new location as the a comprehensive alcohol, drug rehab and addiction treatment resource in the United States. Instep Recovery Services participates with Solutions Recovery, Inc. to provide the full addiction treatment resources in Las Vegas. Call 855.201.2200 or visit insteprecoveryservices.com.





LEFT OF CENTER ART GALLERY

Left of Center Art Gallery is pleased to premier The Museum Collection of African Art, located at 2207 W. Gowan Rd. in North Las Vegas. It is a non-profit organization, administered by artists and educators, committed to advancing the arts and cultural exchange. It provides exhibit and studio space, nurtures emerging artists and works with community organizations. Call 702.647.7378 or visit leftofcenterart.org.



CANDLELIGHTERS CHILDHOOD CANCER FOUNDATION OF NEVADA

Candlelighters Childhood Cancer Foundation of Nevada celebrated with the naming of their new play therapy center for children affected by childhood cancer. The Engelstad Family Play Therapy Center was unveiled to Candlelighters families and supporters. Call 702-737-1919 or visit candlelightersnv.org to find out more about this non-profit organization.



ART OF ATTUNEMENT

Art of Attunement, celebrating its new Metro Chamber membership, has been boosting brain power in Las Vegas for seven years. The secret to a better life is all in your head. Call 702.210.3383 to learn how increasing your brain power can help you or visit artofattunement.com.



PC DESERT RADIOLOGISTS

Desert Radiologists announced that outpatient diagnostic imaging services are coming to northeast Las Vegas for the first time with the opening of its new \$2.5 million, 8,000-square-foot office, located at 31 N. Nellis Blvd. in the Charleston Commons Shopping Center. It will be the only imaging center east of I-15 and U.S. 95. For information or scheduling, call 702.759.8600 or visit desertradiologists.com.



CAFÉ RIO

Café Rio presented a check to the Nevada Children's Center at its grand opening/ribbon cutting, located at 7664 W Lake Mead Blvd. Café Rio has 73 locations in 11 states and has no freezers or microwaves in any of its restaurants. Everything is fresh every day. Call 702.479.4600 or visit caferio.com.

FEATURED BROKER:



LEAVITT GROUP BENEFITS SERVICES

As a leading broker representative of Chamber Health Options, Leavitt Group Benefits Services helps Las Vegas Metro Chamber of Commerce business owners provide excellent health benefits to their employees.

Founded in 1959, Leavitt Group Benefits Services is a family-owned, privatelyheld business with a staff of more than 50 knowledgeable personnel.

Phone: 702.382.4010

Website: leavitt.com/lasvegas/

board spotlight

MEET THE INCOMING CHAIRMAN: BOB BROWN

R

obert M. (Bob) Brown is the president of Opportunity Village, Nevada's largest habilitation organization providing services to people in our community with intellectual and related disabilities. Since 1954, Opportunity Village has delivered vocational training, community

employment, day services, advocacy, arts and social recreation, and has helped those with severe disabilities make friends, become set on career paths, gain independence and realize their creativity and passions. The organization currently operates three employment training center campuses and a thrift store in Las Vegas. It also hosts some of Las Vegas' most popular community events, including the Las Vegas Great Santa Run and the annual Magical Forest. Prior to his tenure at Opportunity Village, Brown was a respected media executive, serving as publisher of the Las Vegas Review-Journal and holding positions in advertising and executive management in several national markets, including Southern Nevada, Sacramento and Oakland, California.

Brown's philanthropic efforts throughout the Las Vegas Valley include serving on the boards of directors of not only the Las Vegas Metro Chamber of Commerce, but Catholic Charities of Southern Nevada and the Public Education Foundation. He has also coached the Special Olympics and served on the board of Special Olympics of Nevada. He was appointed by Governor Brian Sandoval to serve on the Nevada Sesquicentennial anniversary committee. In November, Brown was appointed by U.S. Senator Harry Reid to the National Council on Disability (NCD), an independent federal agency that recommends disability policy, programs and practices to the Administration, Congress and other federal agencies.

Brown and his wife Melinda have been married for more than 25 years and have four children. He is a graduate of the University of California, Berkeley, with a degree in rhetoric. He is proud of his church, his family and his country, but his golf game...not so much.

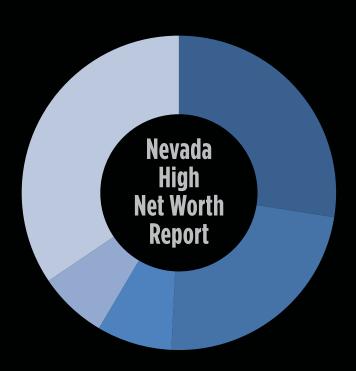


Brown has served on the Board of Trustees for the Metro Chamber since 2006. Hear about his vision for Nevada's leading business organization and how the Metro Chamber is shaping the future for your business and Nevada at the annual Installation Luncheon on Tuesday, December 2, at Aria Resort & Casino. For tables and seats or for more information, visit LVChamber.com or call 702.641.5822.

KNOW HOW THE WEALTHY MAKE THEIR DECISIONS.

The results of our high net worth survey are in. Find out what some of Nevada's wealthiest households think about our economy, our communities and our future—then find out how we can use that knowledge to better serve you.

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presenting sponsors







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Interested in joining the Vegas Young Professional Council?

Learn more about and flex your skills in events, marketing, editorial and more. Send a note with the committee you'd like to be a part of to:

director@vegasyp.com.

Committees:

Ambassadors Marketing Community outreach Editorial Event planning Education Dear Vegas Young Professionals,

As 2014 begins to wind down, it's tradition to pause and reflect on our accomplishments, experiences and life changes. As an organization, we have much to be thankful for: we've welcomed a new Director of Vegas Young Professionals to the team (thank you for being here with us Shavonnah Tièra) and we've shifted not only physical office locations but organizational structure with Vegas Young Professionals now a part of the Metro Chamber Foundation.

Following this tradition of reflection, I encourage you to take a moment to celebrate the accomplishments you've experienced in 2014. Don't ignore your setbacks. What are the opportunities within those experiences? How can you grow from them as you move forward into a new year?

Much of my professional growth this year has pointed to not only living to accomplish the goals I set for myself but also to consider the type of person I want to be in the process as well as in the future. I recently took part in an exercise I want to share with you derived from Benjamin Franklin's Virtues List written in 1726 to develop his character. Author Emily Bennington shares her version of Franklin's list in her book, *Who Says It's a Man's World?* I've included it below as an example for you to begin your own list.

3 3	
VIRTUE	INTENTION
Spiritual Growth	Be a seeker in life, searching, learning, listening.
Family	Put my family first; parent proactively; model patience; love and respect.
Discipline	Eat and drink in moderation; commit to daily exercise and meditation; maintain and complete a daily to-do list; react thoughtfully.
Positivity	Read something inspirational each morning; catch and release attack thoughts; practice forgiveness; disengage in littleness or gossip.
Mindfulness	Be present in the moment; savor happiness; hug more; embrace and share joy; savor meals without rushing; accept responsibility for my part in all relationships.
Cleanliness	Maintain order in personal appearance and environment, including workspace, home, purse and car.
Serenity	Maintain a peaceful mind through life's small problems and big sorrows; never shout in anger; attend a retreat annually.
Industry	Minimize time wasters; follow through on all promises; meet deadlines; avoid procrastination.
Patience/Detachment	Release expectations on how things should turn out and when.
Love	Practice kindness; release judgment; offer encouragement; give freely; volunteer to help; nurture relationships; seek understanding of all.
Courage	Be honest, even when it's tough; model integrity; stand up for what is just; don't listen to critics; get uncomfortable;

follow the path fearlessly.



Vegas Young Professionals held its last fusion mixer of 2014 at House of Blues Crossroads at Mandalay Bay. Guests were treated to cocktails, connections and access to the "Las Vegas Underground," which featured some of Las Vegas' premier Strip headline entertainers and musicians.

Using this model (creating two columns, one for virtue and one for intention), consider your own intended virtues. What do you need to implement on a regular basis to demonstrate each virtue in 2015 and beyond? What does success look like to you? What virtues are in alignment with the goals you set for yourself?

This isn't a list to hold you to perfection. It's a guide to follow each day, your compass. Keep a tally for yourself each day and measure against your own progress. If there's a virtue on the list you can't seem to commit to, maybe it's not in alignment with who you really want to be and shouldn't be on your list. That's for you to determine. You will see growth in each of your virtues as well as become the person you desire to be as you implement this practice. I'm wishing you much success and happiness this holiday season and in the coming year and look forward to seeing you at an upcoming VYP event!

Sincerely,

Jasmine Freeman Vice President, Office Dynamics International Council Chair, Vegas Young Professionals

the final word

REPUBLIC SERVICES BREAKS GROUND ON NATION'S LARGEST RESIDENTIAL RECYCLING COMPLEX

n an exciting move for our region's economic development, Republic Services broke ground on a new 110,000 square-foot facility in North Las Vegas. When coupled with the existing 88,000 square-foot plant it

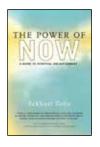
will be the largest residential recycling complex in the United States. It will have the capability to process about 1,000 tons of mixed recyclables per day, equivalent to 70 tons per hour, and is built to accommodate growth and increased commercial, industrial and construction demands to meet the needs of a community committed to sustainability and preservation. "It is fitting that a recycling complex of this magnitude is coming to Las Vegas," says Tim Oudman, area president of Republic Services. "We are truly proud to invest in a recycling complex that will help preserve the local environment for future generations, and enable customers to meet or exceed their recycling goals." Visitors can get an inside look at the innerworkings of the plant through an interactive learning center that offers a first-hand view of the recycling process.



The plant is scheduled to begin operations in fall 2015, and is expected to eventually employ 180 full-time workers. For more information, visit republicservices.com.

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INSTALLATION LUNCHEON



chairman Bob Brown, president of Opportunity Village, share what's in store for the leading business organization in Nevada and the business community in 2015.

TUESDAY, DECEMBER 2, 2014

Aria Resort & Casino 3730 Las Vegas Blvd.

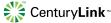
11:30 a.m. - Noon: Registration & Networking Noon - 1:00 p.m.: Program

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